



Again wins top  
labor press award  
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# 'Record' Again Wins Top Honors In Labor Press Competition

MIAMI, BEACH, Fla. — The RWDSU Record has again won top honors in the annual competition among trade union publications conducted by the International Labor Press Ass'n. This was the third top award won by The Record in the four years that it was eligible to compete.

The panel of judges this year consisted of twelve of the nation's outstanding newspapermen, all attending Harvard University on fellowships. The chairman of the panel was New York Times Labor Reporter Joseph Loftus.

In awarding top honors to The Record, the judges described the paper as "showing such strength" that it was "the favorite in tough competition. Lively, clear, thoughtful writing was splendidly displayed. A very wide variety of news, features and photos was provided to appeal to readers of different age and educational background. (So appealing, in fact, that two judges are subscribing.)"

Runners-up to The Record in the competition among international union newspapers were The Machinist (Int'l Ass'n of Machinists), the Seafarers Log (Seafarers Int'l Union), and the Guild Reporter (American Newspaper Guild).

The winning publication among international union magazines was the Electrical Workers Journal.

## Schnitzler Presents Plaque

The award, in the form of a plaque, was presented to Editor Max Steinbock by AFL-CIO Sec.-Treas. William F. Schnitzler, at the annual Awards Banquet of the I.L.P.A. held at the Carillon Hotel Dec. 5.

Steinbock and Bernard Stephens, managing editor, represented The Record at a three-day convention of the I.L.P.A. which preceded the AFL-CIO convention in Miami Beach. Guest speakers included AFL-CIO Pres. George Meany, Secretary of Agriculture Orville Freeman, and the noted critic of the press, A. J. Liebling of the New Yorker magazine.

Loftus and a second contest judge, Lowell Brandle of the St. Petersburg, Fla. Times, led a session of the I.L.P.A. meeting devoted to evaluating the more than 500 contest entries. Stephens was called upon to discuss techniques and policies employed in editing The Record.

Bernard Mullady, editor of the Int'l Brotherhood of Electrical Workers' Newsletter, was elected president of the press association for a two-year term. Elected as secretary-treasurer was Kenneth Flester, a member of the AFL-CIO public relations staff in Washington.

A letter from President Kennedy to labor editors acknowl-

edged the "crucial function" played by the labor press in helping inform the members of trade unions and stated that the strength and vitality of our whole society depended on keeping workers "informed and interested and active in their unions."



TOP AWARDS for general editorial excellence among international labor publications went to Retail, Wholesale & Department Store Union and Int'l Brotherhood of Electrical Workers editors. Editor Max Steinbock of the RWDSU Record (left) and Editor Gordon Freeman of IBEW Journal are shown receiving plaques from AFL-CIO Sec.-Treas. William F. Schnitzler at awards dinner of Int'l Labor Press Association in Miami Beach.

## AFL-CIO Food Dept. Holds First Convention

MIAMI BEACH, Fla. (PAI)—A new department in the AFL-CIO, composed of unions in the food and beverage industry, including the Retail, Wholesale & Department Store Union, was founded here on the eve of the AFL-CIO convention. The Food & Beverage Trades Department was established by nine international unions representing from 750,000 to 800,000 workers in the industry, including those in the manufacture, production, processing, sale and distribution of food and beverage products.

Harry Poole, executive vice-president of the Amalgamated Meat Cutters, was elected president of the new department. Elected secretary-treasurer was Daniel E. Conway, president of the American Bakery and Confectionery Workers.

Vice-Presidents of the new department are RWDSU Pres. Max Greenberg, Packinghouse Workers Vice-Pres. Russell Lasley, Retail Clerks Pres. James Suffridge, Seafarers Pres. Paul Hall, Grain Millers Sec.-Treas. Harold Snyder, Hotel & Restaurant Vice-Pres. Charles Paulsen and Distillery Workers Pres. Mort Brandenburg.

The constitution adopted by the 75 delegates attending the first convention listed among the objectives and principles of the new department:

- To encourage workers without regard to race, creed, color, sex, national origin or ancestry to share equally in the full benefits of union organization in affiliated unions.

- To assist affiliated unions in securing improvement of wages, hours and working conditions for their members.

- Advance the interest of affiliates through research, legal, public relations and legislative activities.

The new department will "sponsor and encourage" the development of local Food and Beverage Trade Councils in communities throughout the nation.

One aspect of the planned work of the department will be "in the protection and safeguarding of the health and well-being of consumers of food and beverage products."

AFL-CIO Sec.-Treas. William F. Schnitzler, a delegate to the convention from the American Bakery and Confectionery Workers, told the delegates



AFL-CIO CHARTER is presented to new Food & Beverage Trades Dept. at its founding convention in Miami Beach by AFL-CIO Sec.-Treas. William F. Schnitzler. From left to right are Pres. Harry Poole of the department; Pres. Ed. S. Miller of the Hotel & Restaurant Workers; Sec.-Treas. Pat Gorman of the Meat Cutters; Daniel E. Conway, secretary-treasurer of the department, Schnitzler, Pres. Mort Brandenburg of the Distillery Workers, Pres. T. J. Lloyd of the Meat Cutters, and Pres. Max Greenberg of the RWDSU, Greenberg is vice-president of new department.

that "no department deals as closely with the public as your members."

Both Schnitzler and Poole pointed out that unions in the food and beverage industry had "dreamed" of such a department over 30 years ago. Most of the

members of the department are affiliates of the International Union of Food and Allied Workers Association, an International Trade Secretariat. The general secretary of the UFAWA, Juul Paulsen, spoke to the convention.

## Roaring Welcome for Mrs. FDR

MIAMI BEACH, Fla.—A roaring welcome from the delegates, and \$680,000 in checks for the cancer research organization that bears her name, greeted the First Lady of the World when she made her appearance at the AFL-CIO convention here on Dec. 8.

The contributions to the Eleanor Roosevelt Cancer Foundation represented the first installment on a pledge of \$1 million to be raised among union members.

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In accordance with The Record's schedule of 24 issues a year, the next issue will be dated Jan. 14, 1962, exactly four weeks from now. Happy holidays to all our readers—see you in four weeks!

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rwdsu RECORD



# AFL-CIO RESOLVES JURISDICTION ISSUE, ASKS HIGHER PAY, FULL EMPLOYMENT

MIAMI BEACH, Fla.—The week-long biennial convention of the AFL-CIO ended here Dec. 13 with substantial agreement on its most difficult problem: a formula to settle jurisdictional disputes between unions. The convention also adopted a legislative and collective bargaining program calling for higher wages and bold action by the Kennedy Administration to reduce unemployment and step up the nation's economic growth rate.

## Pres. Kennedy Hails Labor Movement at AFL-CIO Convention

Following are excerpts from President Kennedy's address to the convention of the AFL-CIO in Miami Beach Dec. 7:

I want to express my pleasure at this invitation as one whose work and continuity of employment has depended in part upon the union movement. I want to say that I have had on-the-job training for about eleven months and feel that I have some seniority rights.

Now we're face-to-face in a most critical time with challenges all around the world.

And you in the labor movement bear a heavy responsibility. I read occasionally articles by those who say that the labor movement has fallen into dark days. I don't believe that and I would be very distressed if it were true.

One of the great qualities about the United States, which I don't think people who are not in the labor movement realize, is what a great asset for freedom the labor movement represents—not only here but all around the world.

It's no accident that the Communists concentrate their attention on the trade union movement. They know that people—the working people—are frequently left out and in many areas of the world they have no one to speak for them, and the Communists mislead them and say that they will protect their rights. So many go along.

But in the United States, because we have had a strong free labor movement, the working people of this country have not felt that they were left out. And as long as the labor movement is strong and as long as it is committed to freedom, then I think the freedom of this country is strengthened.

So I would hope that every American, whether he was on one side of the bargaining table or the other, or whether he was in a wholly different sphere of life, would recognize that the strength of a free American labor movement is vital to the maintenance of freedom in this country and all around the world.

I want you to know that I consider this meeting and the house of labor vital to the interests of this country and the cause of freedom in the coming days. What unites labor, what unites the country, is far more important than those things on which we may disagree.

So, gentlemen and ladies, you are not only leaders of your unions, but you occupy a position of responsibility as citizens of the United States and, therefore, I felt it most appropriate to come here today and talk with you.

First, I want to express my appreciation to you for several things.



For example, I appreciate the effort that those of you who represent interests of the men and women who work at our missile plants have made.

Secondly, we have for the first time a Presidential Advisory Committee on Labor-Management Policy which meets month by month in an attempt to work out and develop economic policies which will permit this country to go forward under conditions of full employment.

Third, I want to thank the labor movement for what it is doing abroad in strengthening free labor movements and I urge you to redouble your efforts. The hope, as I have said, of freedom in these countries rests in many parts with the labor movement.

And, finally, I want to take this opportunity to express my thanks to the AFL-CIO for the support that it gave in the passage of our legislative program in the last session of the Congress. We did not always agree on every tactic. We may not have achieved every goal, but we can take some satisfaction in the fact that we did make progress toward the \$1.25 minimum wage, that we did expand the average for the first time in 20 years; that we did pass the best housing act since 1949; that we did, finally, after two Presidential vetoes in the last four years, pass a bill providing assistance to those areas suffering from chronic unemployment; that we did pass a long-range water-pollution bill, that we did pass increased Social Security benefits, a lowering of the retirement age in Social Security from 65 to 62 for men, temporary unemployment compensation, and aid to dependent children.

And we're coming back in January and we're going to start again.

The formula to resolve jurisdictional fights was hammered out in a night-long meeting of the federation's Executive Council which began on the evening of Dec. 12. It provides for mediation and arbitration of conflicting jurisdictional claims, with a final appeal to the Executive Council.

The new plan represented a compromise between the views of the Industrial Union Dept. and the Building Trades Dept.

Two other major issues before the convention—the reinstatement of the Teamsters, and the elimination of racial discrimination within the AFL-CIO—were resolved without a showdown fight on the convention floor.

The Teamsters issue was handled by the unanimous adoption of a resolution calling upon expelled unions seeking to reaffiliate to put themselves in compliance with the federation's constitution and its "rules, laws, standards and policies."

### Civil Rights Issue

The civil rights issue came to the floor in two separate parts; first, a special order of business to permit AFL-CIO Vice-Pres. A. Philip Randolph and Milton Webster of the Brotherhood of Sleeping Car Porters to reply to the Executive Council report which rejected Randolph's earlier memorandum citing instances of jim-crow practices in various unions. The second phase of the discussion centered around a strong civil rights resolution—adopted by overwhelming vote—which for the first time sets up machinery to provide sanctions against unions guilty of discriminatory practices.

A prelude to the civil rights debate on the convention floor took place several days before the convention began when AFL-CIO Pres. George Meany met with a delegation from the Negro American Labor Congress. In the group of 20 NALC representatives were seven RWDSUers: District 65 Sec.-Treas. Cleveland Robinson, '338' Business Agent Joseph Overton, '1199' Organizer Theodore Mitchell, '65' General Org. Frank Patten and Organizers Henry Hamilton, Morris Doswell and Clay Stout of '65'.

The NALC group won agreement from Meany that he would consult with them hereafter on matters affecting Negroes in the labor movement, as well as his acknowledgment that there are seri-

(Continued on Page 4)

## RWDSU Board Sets Plans for '62 Convention



PRES. MAX GREENBERG

MIAMI BEACH, Fla.—The Executive Board of RWDSU, meeting here Dec. 8-10, discussed plans for the union's 25th Anniversary Convention next May, with major emphasis directed at the need to organize retail chains and discount houses throughout the country.

The Executive Board, meeting in conjunction with the AFL-CIO convention in this city, also discussed at great length the Teamsters and civil rights issues before the convention, and instructed the International Union's delegates on these issues.

Pres. Max Greenberg, who chaired the Board's sessions and delivered the President's Report, noted that the RWDSU will enter its 25th Anniversary Convention with the highest membership in the union's history—more than 150,000—and as one of the few unions in the AFL-CIO that can show a substantial growth rate in recent

years. He observed, however, that hundreds of thousands of workers in retail establishments remain unorganized, and that discount houses are springing up everywhere, taking business away from unionized stores. "This requires our urgent attention," he declared.

The need to organize the unorganized was a key factor in the unanimous decision of the Executive Board to support the readmission of the Teamsters Union to the AFL-CIO. Many Board members pointed to the cooperation given by Teamsters Union locals in organizing and strike situations, and the "absolute necessity" of such cooperation in tackling giant retail firms in future organizing efforts.

The Executive Board, also by unanimous vote, adopted a resolution deploring the censure of A. Philip Randolph, president of the Brotherhood of Sleeping Car Porters and an AFL-CIO vice-president, by the federation's Executive Council, and calling on the AFL-

CIO convention to "move speedily and forthrightly to eliminate from the ranks of the labor movement the last vestiges of racism and discrimination."

The Executive Board also adopted resolutions condemning the trend in department stores toward additional holiday and late night openings, introduced by Local 1-S Pres. Sam Kovenetsky.

Pres. Greenberg welcomed to the Executive Board two newly-appointed vice-presidents, Lock Parker of Local 26 in Suffolk, Va., and Jack Maltz of Local 287 in New York.

Appearing before the Executive Board for brief addresses were Juul Paulsen, secretary-general of the Int'l Union of Food & Allied Workers, to which the RWDSU is affiliated, and Leonard Levy, vice-president of the Amalgamated Clothing Workers Union and a former vice-president of the RWDSU.





President John F. Kennedy speaks at opening session of AFL-CIO convention in Miami Beach before an audience of more than 3,500. Delegates heard him express warm regard for the labor movement. Seated to left of the President is AFL-CIO Pres. George Meany, who chaired convention, was later re-elected to lead federation for another two-year term.

## Fourth AFL-CIO Convention Acts on Major Issues

(Continued from Page 3)

ous problems within the AFL-CIO in the area of discrimination.

The move to rescind the Executive Council's censure of Randolph—an action demanded by the RWDSU and a number of other unions—was bypassed when the convention referred the question to its Resolutions Committee, which in turn handed it back to the Council for reconsideration.

More than 1,000 delegates participated in the convention, which began Dec. 7.

The RWDSU delegation of seven included Pres. Max Greenberg, Sec.-Treas. Alvin E. Heaps, Exec. Sec. Jack Paley, Exec. Vice-Presidents Arthur Osman and Alex Bail and Vice-Presidents David Livingston and Martin Koppel. In addition, many RWDSU Board members, in town for the International Executive Board meeting, attended the convention sessions.

The convention was addressed during its first three days by Pres. John F. Kennedy, Secretary of Labor Arthur J. Goldberg, Mrs. Eleanor Roosevelt, Rev. Martin Luther King and a number of other guest speakers, including trade unionists from European, African and Latin American nations.

One of the most comprehensive floor discussions revolved around a resolution on organizing the unorganized, in which UAW Pres. Walter Reuther, AFL-CIO Organization Dir. John W. Livingston, Transport Workers Pres. Michael J. Quill

and others participated. The final floor speaker was David Livingston of the RWDSU, who pointed to the growing trend toward consolidation and merger in the retail industry. Noting the fact that some six unions have jurisdiction in this field, he cited the key role of the Teamsters in retail organizing and collective bargaining and declared that no organizing effort in this field which excluded the Teamsters could succeed.

In its statement on economic growth

and wage policy, the convention asked that affiliated unions seek to provide a greater measure of security and well-being for workers and their families by seeking contracts which would:

- 1) Assure year-round employment or income and adequate benefits upon job loss;
- 2) Improve health, welfare and pension programs to alleviate the burden of medical needs, of retirement needs, and family emergencies;
- 3) Work out measures to minimize ill effects on workers of technological displacement and plant relocations, and
- 4) Reduce hours of work with no loss of pay through negotiating shorter standard hours of work and substantially

more paid vacations, holidays and other paid leisure time.

The convention expressed its deep concern that unemployment has remained over 6 percent of the labor force despite the fact that there has been a "welcome" increase in production and sales since the recession low point.

However, it was pointed out that the "present economic advance has a long way to go before full employment and maximum use of plants and machines can be reached."

UAW Pres. Walter P. Reuther, head of the AFL-CIO Economic Policy Committee, spoke on the economic resolution and praised President Kennedy for his "good beginning," but called it a "very, very small beginning," in light of the pressing needs.

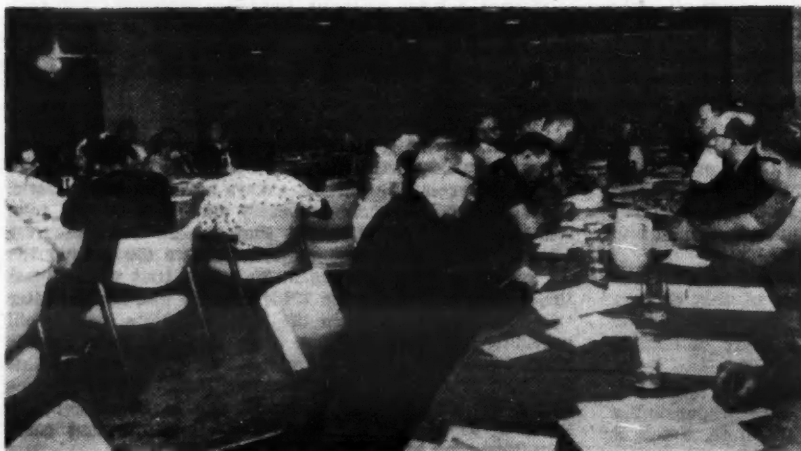
The convention called for beefing up present programs in the field of unemployment insurance, housing, area redevelopment, medical care for the aged, and action against "plant piracy."

The convention also endorsed "comprehensive measures to promote full employment, to redevelop the present areas, to assure minimum rates and adequate earnings, to expand public works programs and training opportunities."

It asked that the public works projects be conducted by the Federal government.

"If private enterprise and expanding government activities cannot reduce unemployment to reasonable proportions," one resolution read, "then a public works project program should be developed to provide constructive jobs suited to the capacities of the unemployed."

Special resolutions were adopted calling for an end to discrimination on the basis of race, color, creed or sex.



RWDSU Executive Board, meeting just before and during AFL-CIO Convention, acted on general labor issues as well as International Union matters. During session shown above, the Board voted unanimous support of strong civil rights position.



RWDSU delegates are joined by other RWDSUers at AFL-CIO convention sessions. From left on near side of table are John Horan, Alex Bail, Max Greenberg, Martin Koppel, Gerald Hughes, Frank Parker and Arthur Osman. At far side of table are Chris Schubert, Martin Kyne, Joseph Overton, Lock Parker, Alvin Heaps, Jack Paley and Cleveland Robinson.



## Opposition of Mayor Wagner, Hospital Exclusion Hit

## City Council Bills Seek \$1.50 Pay Floor

NEW YORK CITY—Two bills have been introduced in the City Council aimed at reversing a trend which has given New York City a "low-wage" and "sweatshop" reputation. One bill would set a \$1.25 hourly minimum for all workers in the city as of Jan. 1, and raise the minimum to \$1.50 an hour as of Jan. 1, 1963. The other would require all firms doing business with the city to pay at least \$1.50 an hour.



**FRIENDLY HANDS:** Rep. John E. Fogarty, (r.), Democrat of Rhode Island, is greeted by members of District 65 as he tours union's center after receiving Senior 65ers Award for services to health of nation. Fogarty is leading exponent of health care for aged under Social Security.

Hearings on the two bills took place Dec. 14 before the City Council's finance committee. Union leaders present at the hearings, who included Pres. Leon J. Davis of Local 1199, expressed shock at a statement by City Labor Commissioner Harold L. Felix opposing enactment of the bill for a general \$1.25 and \$1.50 minimum wage on the grounds that it might be unconstitutional.

Felix said setting minimum wages is the province of the federal or state government. While he gave this as his personal opinion, it was felt that this is now Mayor Wagner's view, despite the impression left during the recent election campaign that Mayor Wagner favored a city-wide \$1.50 minimum wage.

Union spokesmen at the hearing pointed out that other bills—particularly the Sharkey-Brown-Isaacs bill banning discrimination in housing—had been described as "unconstitutional" when first considered, but were upheld in the courts later.

"It's the Council's job to legislate in the interests of New York City, and not to decide on the bill's constitutionality," said Davis.

While Felix said that Mayor Wagner supported the bill calling for firms doing business with the city to pay at least \$1.50 an hour, it was revealed at the hearing that voluntary hospitals—which receive millions of dollars each year from the city for the treatment of indigent patients—would be excluded.

## Hospital Exclusion Hit

Local 1199 Pres. Davis, whose union represents many hospital workers, expressed dismay at this exclusion. He noted that Mayor Wagner had pledged to a hospital workers' meeting just prior to the election last month that they would be included.

Davis said that the exposure of New York as a low-wage town began in 1959, during the local's strike against seven voluntary hospitals in the city, when the union publicized the fact that many thousands of hospital workers were earning \$28 and \$32 a week. That many other New York workers earn sub-standard pay has since been substantiated by other surveys and reported to committees of the New York state legislature and the City Council.

Davis pointed out that low wages in New York harm both labor and business.

Low wages scales reduce the buying power of the area's workers and thereby cut business prosperity, Davis told the Council.

Speaking for John J. O'Rourke, president of the Joint Council of Teamsters, Nicholas Kisburg presented statistics that showed that New York is now twenty-eighth among the states in average manufacturing wages, a drop from eighth in 1949.

"Show the nation and the world that New York City is truly a leader, a pioneer, a trail blazer, a pace-setter," Kisburg said, urging passage of the \$1.50-an-hour minimum.

I. D. Robbins, president of the City Club, a respected civic group, also supported the proposed \$1.50 legislation.

"The city has become the sweatshop of America since World War II," Robbins said.

## 177 Win \$5 Hike In Furniture Shops

NEW YORK CITY—Local 853 has won wage increases of \$5 weekly and increased pension contributions in a three-year contract for 177 members employed in shops belonging to the New York Furniture Merchants Ass'n. It was reported by Bus. Mgr. Frank G. Schaffer.

The contract provides a \$3 a week increase retroactive to Sept. 15, a \$2 boost next Sept. 15, a one percent increase in pension fund payments from employers in July 1962 and a general reopener on Sept. 15, 1963.

Sec.-Treas. Carl Gitter, Sidney Messing, David Glickman, William Friedenberg, Jack Cohen and Schaffer negotiated for the union members.

Schaffer also said that the union expected to announce an increase in pensions shortly.

## Furniture Store Votes Union In Scranton, Pa., 31-12

SCRANTON, Pa.—Each of the two RWDSU locals here won a representation election on Dec. 8. United Department Store Local 437 won an NLRB election among the 53 employees of the Household Outfitting Co. by a 31 to 12 vote, Int'l Rep. Frank Meloni reported, while Building Service Employees Local 497 won a Pennsylvania State Labor Board election among the eight building service employees of the Martha Corp. here, 8 to 0. Int'l Rep. Morris Malmignati headed the drive.

"Malmignati and I organized both shops at the same time, arranged to have separate hearings on the same day and the two elections the same day," Meloni said.

Household Outfitting, a retail furniture store, is directly across the street

from Santer's department store, whose employees are represented by Local 437.

"People from Household went over to the union office, asked about getting organized and picked up authorization cards," Meloni said. "Then they brought in 20 signed cards and the campaign was underway."

Local 437 Pres. Tony Charles and Chief Steward Leo Magraw headed the drive among the Household workers.

Both locals expect to begin contract negotiations as soon as they receive certification.

## The Case of James Lucas: A Union Seeks to Free Him

The article below, reprinted from the New York Post of Nov. 16, tells the incredible story of one of the hospital strikers who is spending his third Christmas in jail for a fight with a scab in 1959.

By DON KIRK

I don't think there is a tomorrow and if there is it must be the day after judgment, the day I'll cry again.—James Lucas, inmate of Green Haven Prison, in a letter to his parents last July.

For James Lucas, 24, a one-time hospital worker, there ceased to be any more tomorrows on Dec. 11, 1959, the day he was sentenced to Elmira Reformatory for beating up a non-striker in the hospital workers' strike the previous spring.

Lucas and another hospital worker had pleaded guilty before Kings County Judge Leibowitz in October to attempted second degree assault. Leibowitz gave Lucas an indefinite term, which means the parole board must free him within 5 years.

Since then Lucas has been refused parole, transferred to the tougher Green Haven Prison in Stormville, N. Y., and received a month in solitary confinement and an additional 6 months until he is eligible to apply again for parole. Robert Davis, the other worker, got a year in Rikers' Island prison and was paroled after 8 months.

And since then Lucas also has become the object of

a drive by Local 1199 of the Drug and Hospital Employees' Union to free him. The union, noting that he and Davis were the only ones among 70 to 80 arrested in the strike to draw jail terms, charges Lucas' sentence was "way out of proportion to the crime" and that his treatment in prison has been even worse.

Vowing to get freedom for Lucas "any way we can," Leon Davis, the union president, claims "this young fellow is now completely broken" by prison life and that if he is not freed soon "will be unable to find a place in our society." Davis and other union officials visit him regularly. Lucas' story begins shortly after midnight on May 25, 1959, two and a half weeks after he left his job as a \$38 a week orderly at Brooklyn Jewish Hospital to join other workers in Local 1199's strike for union recognition.

## Left Picket Line

He and Robert Davis had just left the picket line and were following Joseph Brehn, 649 Hart St., Brooklyn, whom the hospital had employed temporarily as an orderly during the walk-out. According to police, Davis confessed punching and kicking Brehn on Prospect Pl. between Franklin and Bedford Aves. He implicated Lucas.

Brehn testified at a hearing that Lucas punched him in the mouth and eye and then walked away while Davis kept kicking him. Lucas denied involvement in the crime although both Davis and Brehn, hospitalized 19 days, identified him as the other assailant.

After both Davis and Lucas were indicted later in the summer, Judge Leibowitz, according to Harry Weinstein, an attorney for the union, asked him, "They have no prior record, so what are you so worried about?"

Weinstein, who says the judge's comment made him think the pair would receive no more than 90 days in jail, advised his clients to plead guilty.

"The crime was committed in the heat of the strike. And the judge sustained our motion to reduce the offense from felonious assault," the attorney says. "We were totally surprised at what happened—particularly at the heavier sentence for Lucas."

For Lucas, who was freed on a simple assault case involving another strike fight June 19, the worst was still ahead of him when he entered Elmira. He was in several minor scuffles and made a poor impression on the parole board last March.

Parole was refused, according to board chairman Russell Oswald, mainly because of the seriousness of the assault. The board also cited his scuffles in Elmira and found his attitude "arrogant" and "uncooperative"—personality traits for which Judge Leibowitz had rebuked him in court.

On his 24th birthday, last July 30, Lucas was dealt an equally stiff blow. He was notified that he would leave the next day for Green Haven, where he would serve out his term with hardened criminals.



## The Midwest

# 12-Week Ohio Candy Strike Won

COLUMBUS, O.—Eighty-five members of Local 379 have won their 12-week long strike against the P. S. Truesdell Candy Co. here and signed a 25-month agreement, a first contract with the company, Int'l Rep. Gene Ingles reported.

The strike-ending settlement provides a 3-cent an hour increase effective Dec. 3, five cents next July 1 and an additional five cents July 1, 1963. It also provides maintenance of membership during the contract's life as well as high incentive rates and fringe benefits that the local's negotiators won before the strike started Sept. 20. The contract expires Dec. 31, 1963.

"All employees went back to work on Monday, Dec. 11," Ingles said. "People who were laid-off before the strike started will be called back as production gets going."

Ingles said that at the end of the strike the local's picket-line was intact.

"I've seen a lot of strikes, but I've never seen one that held better than the Truesdell line," he said.

### Union Proposal Accepted

At a bargaining session called by a federal mediator Dec. 6, Int'l Rep. Vern Ulery made a new wage proposal on behalf of the union, and the next morning the company agreed. The membership met on Saturday, Dec. 9 and voted to accept the terms.

The local won an NLRB election among the plant workers May 17 and opened contract negotiations the following month. The talks continued until the strike started in September.

Ingles said that help from other unions was essential in winning the victory.

"The outside help was absolutely superb," he said. "It came in waves. First came the Columbus AFL-CIO Council. That was no sooner waning than RWDSU locals in the five-state area (Ohio, West Virginia, Pennsylvania, Michigan and Indiana) began sending in help. Then we got checks from Canada, from Massachusetts, from New York."

"We didn't know we had so damn many friends," he said. Ingles said that although the workers went without pay for 12 weeks, no striker had his utilities turned off, no one lost his home and no one went hungry.

But the strikers' children have had no luxuries and the local is going to try to make up for that. The funds that came in during the last week of the strike have been set aside for a party, scheduled for Dec. 19, for the 50 children of the strikers.

"There are going to be some real presents given those kids—no cookie-and-milk deal," Ingles said.



**STRIKE WON:** Solidarity of Truesdell workers, as shown by these women on picketline, won them a first contract after 12-week strike at the Columbus candy company. Workers went back to work on Dec. 11.

He said that Int'l Rep. Ned Harkless has gotten toys from Moore's warehouse, which is a Local 379 shop in Columbus, and that Int'l Rep. Charles Hess is trying to get some more from the Marx plant in Glen Dale, W. Va.

"We're going to try to make up for some of the void that's been created in that way," Ingles said.

## 22-5 Vote Adds Fiftieth Shop to '379'

COLUMBUS, O. — Local 379 has won its 50th unit as a result of a 22 to 5 victory in an NLRB election among the 27 employees of the Automatic Canteen Co. of America here Dec. 6, Int'l Rep. Gene Ingles reported.

"The members of this new unit will meet on Thursday, Dec. 14, to start drawing up their contract demands," he said.

Most of the Canteen employees service coffee, sandwich, soup, cigarette and candy vending machines in industrial plants in the Columbus area. The unit also includes six production workers.

"They are a most welcome addition to the area's labor movement," Ingles said.

The company is a subsidiary of the Chicago Corp., which operates vending machine companies across the country.

During the last month the local has organized three other shops. It won recognition as the bargaining agent for 30 employees of the Cambridge Dairy in Cambridge without an election and has filed NLRB petitions to represent the 30 employees of the J. H. Rutter-Rex Manufacturing Co. and the 15 driver-salesmen of the New Method Laundry.

Int'l Rep. Bill Kee headed the Cambridge campaign, while Int'l Rep. Ned Harkless led the Rutter-Rex and New Method drives.

## Mich. Unionist Sees Jobless Needing 'More Than Sops'

DETROIT (PAI)—The present unemployment crisis is too grave to be cured by "sops" in the opinion of Michigan State AFL-CIO Pres. Aug. Scholle, who told a White House Regional Conference that what was needed were public works programs.

Scholle served on a panel called "Safeguards Against Distress" and told his listeners that what the unemployed want is jobs.

"Unemployed workers don't need rehabilitation," he said. "All they need is a job. The Administration should gear its thinking to utilizing the great wealth, the resources, the know-how and raw materials of this nation in creating jobs which will abolish our economic dol-drums."

## Goldberg Asks MDs Back Care for Aged

CHICAGO (PAI)—Secretary of Labor Arthur J. Goldberg told a group of Chicago doctors that they ought to be supporting the Kennedy program of medical aid for the aged instead of opposing it.

Bearding the doctors in their own sanctum, the Chicago Medical School, Goldberg, who is a native Chicagoan himself, staunchly defended Administration proposals that the medical aid program be placed under Social Security.

"I would like to express my own personal feeling of deep regret that this question of providing needed medical care to the aged has become controversial," Goldberg said.

"It ought not to be, by any right I know. It should be supported by people of both parties, by doctors and patients alike."

"The plain simple fact is that our proposal is not 'socialized medicine' in any manner, shape or form—and will not lead to 'socialized medicine' in any manner, shape or form. The plain fact is that this proposal contemplates that every older person will have the right to choose his or her own doctor and his or her own hospital."

# 'Terrific' Broadstreet Pact Won in Chicago

CHICAGO, Ill.—Local 291 of the Chicago Joint Board has won a "terrific" first contract for 40 employees of two Broadstreet's stores after three months of negotiations, Joint Board Pres. Henry Anderson reported.

He said that the assistance of RWDSU Pres. Max Greenberg and Local 721 Pres. Martin Koppel, who met with top officials of Broadstreet in New York, was of vital importance in winning the settlement.

"Negotiations had broken down when Pres. Greenberg came into the picture," Anderson said. "He and Koppel were responsible for getting the meetings going again, and for helping to win this fine agreement."

Clothing salesmen won a one percent commission increase—from 5 to 6 percent—which represents a minimum raise of \$16 a week, while any past deficiencies that the men owed the store under the draw-against-commission system will be wiped out.

"Some of the men owed up to \$800," Anderson said. In the future deficiencies will be wiped off on a month-by-month basis.

Furnishings salesmen changed from a straight commission basis to a minimum of \$80 weekly plus commissions.

All salesmen who were formerly on a salary and commission won minimum increases of \$5 a week.

### 40-Hour Week Achieved

Selling employees will now work a five-day, 40-hour week with overtime after 40 hours.

"Prior to the contract salespeople worked an unlimited work week with no overtime," Anderson said.

Non-selling employees won a \$4 a week increase as of Oct. 15, the effective date of the contract, a five-day, 35-hour week, and higher minimums.

The contract also provides the union shop, grievance and arbitration procedures, a dues check-off, 52 weeks guaranteed employment, and six days' sick leave. The vacation schedule has been set at one week after six months' service, two weeks after one year and three weeks after 12 years, with average pay for vacations.

The company will also institute Blue Cross and Blue Shield coverage for employees and their families during the life of the contract.

"This is one of the finest retail clothing contracts in Chicago," Anderson said, "and we believe that this contract will lead to the organization of other clothing store employees in the Chicago area."

The contract expires Jan. 31, 1964.

The Broadstreet employees unanimously ratified the contract, which is expected to be signed shortly.

The local won an NLRB election at the two stores Aug. 8 by a 24 to 7 margin.

The negotiating committee included Len Eichler, Al Har-ld, Al Masel, George Stotts, Barbara Altman, F. Buchan and Anderson.



**P.Q. SIGNS:** Signing new agreement between Local 1097 and the Philadelphia Quartz Co. in Anderson, Ind. are Local Pres. Bill Epperly (seated l.), Lowell Stephens, plant superintendent; Ed Sorg, chief steward; and Jack Gann, Int'l Rep. Al Bregnard and Ed Swink.

## 8c Won at Phila. Quartz

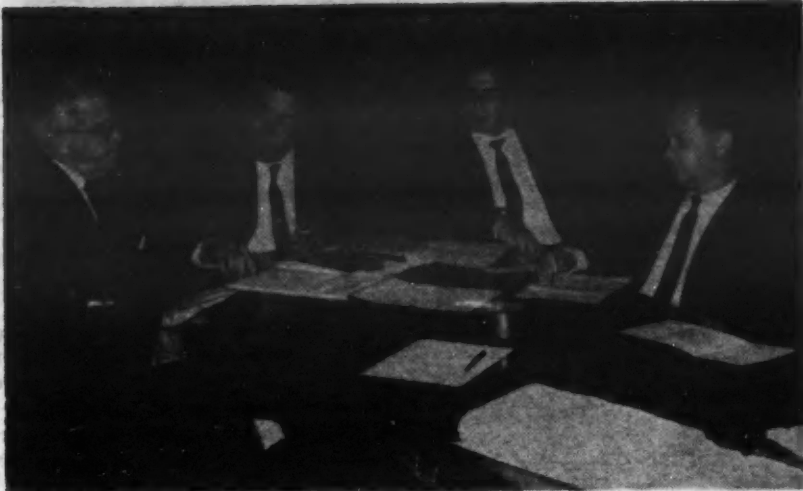
ANDERSON, Ind.—United Silicate Workers Local 1097 has won eight cents an hour in a one-year contract renewal with the Philadelphia Quartz Co. here, Int'l Rep. Al Bregnard reported.

"We also gained an agency shop, some changes in wage classifications and many changes in contract language," Bregnard said.

The contract, which went into effect Nov. 14, is the local's second with Philadelphia. The union won an NLRB election at the plant in the fall of 1960, becoming the first union in the plant since the firm was organized in 1889.

The local's negotiating committee included Pres. Bill Epperly, Chief Steward Ed Sorg, Jack Gann, Ed Swink and Bregnard.





**SIGNING UP:** W. A. Moore, Birmingham branch manager for N. B.C. Cracker division (l.), signs new three-year contract with Local 441 negotiators Bill Langston, P. C. Bennett and J. L. Ingram

## 24c Hourly Boost in Alabama At National Biscuit Plant

**BIRMINGHAM, Ala.**—Local 441 has won a three-year contract renewal for truckmen and warehousemen employed by the National Biscuit Co. cracker agency here, Org. Bill Langston reported.

The contract provides wage increases of 24 cents an hour over three years, a fourth week's vacation after 20 years, and improved hospitalization and im-

proved life insurance, both paid for by the company. The contract is retroactive to Nov. 26.

W. A. Moore and Ray Doffing represented the company in the bargaining while J. L. Ingram, P. C. Bennett and Langston represented the union members.

Langston also reported that the union is in negotiations with Bruno's Food Stores on behalf of 20 warehouse employees and that an agreement is expected shortly.

The Alabama Council has won an election among the 12 driver-salesmen employed by the Coca-Cola Bottling Co. in Decatur, Org. J. H. Foster reported. The vote was 8 to 4.

The Council also reported that the NLRB has set a representation election Dec. 20 for the 100 employees of the Bama Food Co. here.

"It looks very good right now although the company hired a man to talk against union," Langston said. "So far he's not been effective."

## Rowan Dairy Moves To Undercut Union In Salisbury, N. C.

**SALISBURY, N. C.** — The Rowan Dairy Cooperative has begun a campaign to undercut the RWDSU's organizing drive among the firm's 100 employees, Reg. Dir. Irving Lebold reported.

The company has called mass meetings of all salesmen and employees at its station-outs to offer the employees four paid holidays and increased commissions worth \$4 to \$5 a week to salesmen.

"The proposal was made to bust the union, to avoid full collective bargaining on seniority, pensions, company-paid health and welfare coverage, a decent wage increase, protection on bad debts and a uniform allowance," Lebold said.

The union's drive at Rowan's began two months ago. When the company learned of the drive, it fired union supporters Walter Richardson and Bill Gasky. The union has filed NLRB charges against Rowan for intimidation and coercion.

The union is continuing to organize in spite of the company's opposition, Lebold said.

Rowan employs 40 routemen, 25 plant workers and 35 retail employees here, in Kannapolis, Mooresville and Statesville.

## Ala. Sets Conference On Education Jan. 20

**BIRMINGHAM, Ala.**—The RWDSU will hold a two-day educational conference for locals of the Alabama Council on Jan. 20 and 21 at the Council's office, 1712 Seventh Avenue North, it was announced by Asst. Southern Dir. Frank Parker.

The conference sessions will be devoted to discussions of welfare and pension plans, the union and labor laws, the union and the community, and local union educational programs.

Top officers of the International Union are expected to take part in the conference.

This will be the fourth in a series of weekend educational conferences conducted by the International Union with the assistance of the AFL-CIO Department of Education. Previous conferences were held in Boston March 4 and 5, at Dearborn, Mich. April 15 and 16 and in Chicago Oct. 21 and 22.

## 45-13 Victory Caps 5-Year Campaign At Claussen Bakery

**CHARLESTON, S. C.**—The RWDSU won a sweet victory Dec. 7 in an NLRB election among the 64 production workers at the Claussen Bakery, ending a five-year-long campaign to organize the plant, Int'l Rep. Larry Larsen reported.

The vote was 45 to 13 for the union, with six ballots challenged. This was the fourth election held among Claussen workers, and a tremendous victory for the RWDSU in the South.

The Claussen story goes back to 1956 when an organizing campaign was started by Reg. Dir. Irving Lebold, but was abandoned because of strong company pressure against the workers. In 1958 the union tried again and the next year it succeeded in winning an NLRB election.

"The company stalled on negotiations for a year," Lebold said. "It granted a raise to all its other plant workers and salesmen, but not one cent for the Charleston employees."

The union finally decided it would accept the company's last offer, unsatisfactory as it was, as better than no contract, but Claussen refused to bargain and asked for a decertification election in August 1960.

The result of that election, which the union lost, was thrown out because of company practices during the campaign and a second vote was ordered.

The second election was held in May and the union also lost that one, 31 to 30. The union, however, filed objections because a company supporter stood in front of the polling place handing out anti-union propaganda while the election was on. The NLRB in Washington threw that result out and ordered the Dec. 7 election, which resulted in an overwhelming victory for the RWDSU.

### Reasons for the Victory

"One reason," Larsen said, "was that the company made a lot of promises in May, before the new federal wage-hour law went into effect. It told the workers—many of them making \$1 an hour—that it would raise wages to \$1.15. After the election Claussen raised wages but it cut hours, so some of the men took a \$15 a week cut. Then the union went

to the workers and it showed them how the company doublecrossed them.

"Even now only six of 64 employees earn more than \$1.30 an hour while 50 men earn a flat \$1.15."

"The second reason," Larsen said, "is that we had a very good committee. Charles Bryant and William Roberts kept on working for the union."

Larsen said that the new personnel appointed to the NLRB in Washington was another factor in the victory. He said that several unfair labor practice charges had been rejected by the NLRB regional office in Winston-Salem, N. C., but that the union had been upheld on appeal to the Board in Washington.

### Contract or Strike

Larsen said that the union has written to Claussen asking to open negotiations as soon as possible.

"We're not going to dilly-dally around for a contract," he said. "We're going to get a contract fast or we're striking."

Local 15, which represents 900 American Tobacco Co. workers here, is asking all union members to contribute \$5 of the back-pay settlement won in their recent contract to a strike fund for the Claussen workers.

"That should show Claussen that we mean business," Larsen said.

Summing up after the five-year battle to organize the bakery, Lebold said that the company's union-busting was an example of tremendous industrial waste.

"The struggle has cost the company huge sums of money," he said, "that could have given the workers the highest wages in the bakery industry in South Carolina instead of the lowest."

"And today the company is still confronted by the need to raise pay. No amount of money can break the union."

## Yes, Folks, There Is a Santa Claus

## Strike Won, New Shop Signed, Boss Happy

**BIRMINGHAM, Ala.**—The Alabama RWDSU Council thinks there really is a Santa Claus.

How else do you explain a Christmas-time series of events, all of them related, in which a strike is won, a new shop is organized, and the shop's owner says he's delighted with the union—it's increased business 25 percent.

This all began with the strike of 47 workers for a first contract at Birmingham Sash and Door Co.

A driver of the Dinner Bell Industrial Catering Service, which furnishes hot sandwiches and dinners to industrial plants, drove up to the picketline. Striker Don Pierce explained that the strikers had won an NLRB election Sept. 1 and had gone out Oct. 30 for a contract. Pierce also invited the driver to join the RWDSU. The driver said he might join and left some sandwiches for the pickets.

Pretty soon a majority of the company's 10 drivers had signed up and W. W. Grant, Dinner Bell's owner, recognized the union on a card check. He also sent over 100 sandwiches a day for the 47 strikers.

"That doesn't happen too much," Org. Jack Fields said, understating the situation a bit.

With this new sustenance helping out, the strikers kept the plant shut tight and won the strike. On Dec. 1, the union signed the first union contract with Birmingham Sash in the company's 75 years.

"It was one of the best strikes we've ever had around here," Fields said. "Our other RWDSU locals pitched in on finances and we got help from the central labor coun-

cil. Practically every international union in this district stood behind these fellows."

The contract provides wage increases of 10 to 30 cents an hour over two years, one week's vacation after one year and two weeks after five years, standard seniority, grievance and arbitration procedures, five paid holidays, overtime after 40 hours, time and a half for Saturday work and double time for Sunday, and three days' funeral leave in case of death in the worker's family.

Joe Harris, Russell Kuykendahl, William Hyatt, Council Org. Bill Langston and Fields made up the union's committee.

### Dinner Bell Pact Signed Too

Five days later the union signed its first contract with Dinner Bell, with seniority and grievance procedures, five holidays, commission increases ranging from \$5 to \$10 weekly and other improvements.

The union committeeman who assisted Fields in the Dinner Bell talks was Johnny Johnson, a former Birmingham Sash striker who went to work for Dinner Bell.

Meanwhile Dinner Bell's head says that organization of his workers has helped business.

"Mr. Grant said business has increased 25 percent since his men joined the union," Fields said. "When his drivers go into a plant with their union button, workers buy their sandwiches from the Dinner Bell men instead of their former salesmen. He's very happy, he's got 25 percent more business and he's been able to put on an extra driver."

Who says there's no Santa Claus?



## Fellow Unionists Help Make A Merrier Christmas for Taylor, Pearson Strikers

VANCOUVER, B.C.—One hundred and fifteen Taylor, Pearson and Carson strikers, members of Local 535, are tramping the picketline during the Christmas season as the company maintains its position of continuing to hire strikebreakers and refusing to negotiate, Rep. Ray Haynes reported.

"The strike has now entered its sixth month and appears destined to continue for some time to come," he said.

Financial aid from area and RWDSU locals is making the Christmas season a little merrier for the strikers, who have been out since July 15.

"Thanks to the tremendous support from RWDSU trade unionists, the union has been able to increase strike benefits by \$5 a week," Haynes said. "A food collection drive put on in Vancouver shops netted over \$1,000 in groceries, which has been divided among the strikers in the form of Christmas hampers. A donation of toys from the Vancouver Fire Fighters also will help make Christmas a little brighter for the strikers."

The local has urged all RWDSU members to continue their support of the strikers in the new year.

The strike, which began over vacations and wages, has developed into a life-and-death struggle for the union. The company has hired scab trucks and done everything possible to provoke picketline violence.

Don Stanton, one of the Local 535 members on the picketline, was seriously injured last month when a company truck pushed a block of wood against Stanton and then hit him.

Taylor, Pearson and Carson is a subsidiary of Booker Brothers & McConnell, a British-owned firm that has large retail and wholesale interests in Great Britain. The Vancouver company distributes auto parts and accessories, radio and tv sets, photo supplies and electronic equipment.

## One More Dominion Store

TORONTO, Ont.—Local 414 has applied for certification as bargaining agent for the employees of the Dominion store in Bowmanville, Bus. Agent Roy Higson reported.

The Ontario Labor Relations Board has set a hearing on the petition for Dec. 18.

Dominion has one store in Bowmanville at present but it has announced plans to build a second in the near future.



**BEFORE INJUNCTION:** Until halted by injunction, members of Local 1098 picketed Jacobson's department store in Dartmouth.

## Court Halts N. S. Picketline, 'But We'll Be Back Shortly'

DARTMOUTH, N.S.—The strike of ten members of newly-organized Local 1098 for a first contract at Jacobson's department store is now in its tenth week, Int'l Rep. Walter J. Kensit reported.

"We are not picketing due to an injunction, but we are appealing the injunction Jan. 11 before five judges of the Nova Scotia Supreme Court," he said. "We have reason to believe we'll be able to go back on the picketline."

In addition to halting the picketline, a Nova Scotia court also awarded the store \$1,000 in damages, declaring the strike illegal. The union is appealing the decision.

"That was on a technicality," Kensit said. "We negotiated jointly for the store and office employees. We had a conciliation board jointly and took a strike vote

jointly. The court ruled that we had to take separate strike votes for the office and store employees."

Kensit also said that the employees are receiving strike benefits of \$15 a week from donations sent in by locals of all unions throughout the province.

The Jacobson workers organized and won a Nova Scotia provincial Labor Relations Board vote last year.

Jacobson's refused to negotiate a decent agreement with the union, provoking the strike in October.

## New Democrats On the Move In Ontario

TORONTO (CPA)—A whirlwind tour of Ontario by Tommy Douglas, the New Democrats' federal leader, was greeted by unprecedented crowds at every stop. But the crowds that turned out to hear Tommy Douglas served simply to focus attention on the strides that the new party has made in Canada's most populous province.

For the New Democratic Party, as for all parties, Ontario is vital in the coming federal election. Here the party has a good CCF base on which to build. Here is the center of trade union development in Canada—in terms of numbers. Here is the heart of industrial Canada where the New Democrats must make their sharpest and quickest gains if the party is to get off the ground.

Progress for the New Democrats began a year ago when Peterborough elected Walter Pitman of the New Party to the House of Commons.

### Growing Interest of Unionists

This was followed up by the burgeoning of the New Party Clubs, the revitalization of the CCF and growing interest of trade unionists. Ontario had the biggest delegation to the federal founding convention in Ottawa this summer.

Then came the Ontario provincial convention. More than 1,100 delegates crowded into the Sheraton-Brock Hotel in Niagara Falls—four times the number of delegates who turned up at the last provincial CCF convention.

With the establishment of a provincial organization, the New Democrats were ready to roll. Trade union affiliations began to pour in, constituency associations were set up and slowly, but steadily, the process of getting 85 top-notch candidates in the field for the next federal election began.

The Tommy Douglas tour was the first test of public interest in the New Democratic party.



**TOMMY AT RWDSU DANCE:** Tommy Douglas (5th from l.) federal leader of Canada's New Democratic Party, is welcomed to Dominion employees' dance in Toronto by Walter Constable (l.), Stella Lloyd, Bus. Agent Donald F. Tait, Molly Smith, Norma Smith, Ed Moore and Tim Lloyd. More than 1,400 enjoyed dance sponsored by Local 414 at Palace Pier Pavilion Nov. 18.

At the first meeting, in suburban Toronto, 1,500 jammed into a convention hall to hear him. He went to Peterborough—the historical birth-place of the New Party in Ontario—and spoke to 200 businessmen and more than 500 at a public meeting.

Then to Windsor, the heart of Liberal territory in the province. More than 1,100 packed into the meeting and loudspeakers had to be set up for the overflow—this in the riding now held by Liberal front-bencher Paul Martin. During the day he addressed 350 community leaders at a banquet.

Next stop, Timmins, where 350 turned out while a month earlier Northwestern

Ontario came out 450 strong to a fund-raising banquet for the New Democratic leader. Back to Toronto and to 700 at a nominating convention in the heart of the New Canadian section of the city.

Nearly 1,000—almost one-tenth of the city's population—attended a nominating convention in Galt where the federal government should be calling a by-election, but for some reason seems hesitant.

Mr. Douglas' final stop was the University of Toronto where he participated in the famed Hart House debates. The last visitor to cause such a stir was a young Senator from the United States in 1957—Sen. John Kennedy.

What does this all mean? Votes? Seats?

Just plain curiosity? The first hint at an answer will come Jan. 19 when five provincial by-elections are held in Ontario.

The Gallup Poll records that support for the New Democrats is significantly higher than it was for the CCF at the federal level. It also indicates that 32 percent of the voters are undecided. The effectiveness of Tommy Douglas and the party's organization at reaching those wavering voters will be the key.

The crowded, enthusiastic meetings are a good sign from the New Democrats' point of view, but everybody knows it takes more than well-filled halls to win on Election Day.



# NEW FRONTIERS IN COLLECTIVE BARGAINING

**F**AR from being static, collective bargaining in the United States is likely to see crucial changes both in the issues involved and the techniques used, in the opinion of Chairman Frank McCulloch of the National Labor Relations Board.

McCulloch, who was administrative assistant for many years to Senator Paul H. Douglas, Illinois Democrat, and is a Kennedy appointee to the Board, sees a new pattern of collective bargaining already emerging, a pattern that involves wider social questions than bread and butter ones, important as these are.

In a speech before the Northern Minnesota Conference on Industrial Relations, McCulloch said that much pioneering still remains to be done in the collective bargaining process as a result of new problems that arise in labor-management relations growing out of industrial change.

Here are some of the areas in which McCulloch sees new and important developments in the collective bargaining of the future:

- **Jobs:** "Bargaining has been profoundly affected and will be in the future by the recurrent shortages of jobs and the fear that this situation may periodically return," McCulloch said.

As an answer to automation and technological change, he expressed the view that we shall see the development of pressures for more contract provisions designed to cushion the impact of job scarcity and job displacement.

Among these McCulloch mentioned better retirement programs, tighter seniority provisions, a more fully developed program for the guaranteed annual wage, proposals for sharing the work through a shorter work week and serious retraining programs conducted jointly by labor unions and industry with government financing and assistance.

In McCulloch's opinion there will also be "an increasing emphasis on work rules, spelling out in the contract job descriptions and by whom the job is to be done."

- **Property Rights In Jobs:** "The concept that a working man has some form of property interest in his job seems to be coming more and more to the fore," McCulloch said.

He cited many contractual provisions along this line and noted recent court decisions. Among these was the Glidden case in which the U.S. Court of Appeals in New York held that workers have a right to follow their jobs, despite the expiration of the collective bargaining agreement, when the employer for bona fide economic reasons moved his plant.

"This concept has a strong appeal," McCulloch commented, "for it is argued that the cost of the obsolete worker is as rational a cost on industry as the cost of the obsolete machinery."

- **Technological Change:** As the nature of business operations changes, the blue collar worker yields to the white, McCulloch noted. New organizational techniques will be needed in view of the traditional resistance of white collar workers to organization.

As part of changing business techniques, McCulloch cited increasing business reliance on specialty service, where the employee is "leased" from a central company rather than hired directly. Who is the real employer, and how are such workers to be organized?

A related problem, he added, is the foreign-flag ship actually owned by Americans but flying foreign flags. "American unions claim a vital interest in this 'farm-out' problem," McCulloch said, "and can be expected to manifest this interest at the bargaining table and, as recent events demonstrate, on the picket line."

- **New Bargaining Factors:** With the American public more and more "sitting in" on labor-management negotiations, McCulloch thinks it likely that the present practice of sitting down for short periods under strike deadlines "may be supplemented by other procedures considered more conducive to serious discussion and adjustment of serious problems."

"The collective bargaining of the future," he said, "may grow out of preliminary discussions among management, consumers and labor as to the problems involved. It will to a greater degree begin operating on a continuing, rather than on a periodic, basis."

In this connection McCulloch referred to the UAW's agreement with American Motors establishing a conference to discuss community projects on a joint basis, and on the national level, to the newly created President's Advisory Committee on Labor-Management Policy.

- **Wider Social Implications:** Finally, McCulloch sees collective bargaining as involving wider issues than wages and fringe benefits.

"Civil rights, equality of opportunity, full employment, low-cost housing, improved medical care, better education at all levels, enriched leisure opportunities, a safe and satisfying life between retirement and death, a voice in one's own destiny—these, too, are the problems of the labor union members and of the employer. These problems have already, to varying degrees, been put on the bargaining table, and they will command greater space in the future," he concluded.

## NLRB Ruling Protects Unions Against Automation Effects

WASHINGTON (PAI)—The unilateral introduction of automation as a means to oust union workers and hire lower-paid help has been sharply rebuked by the National Labor Relations Board.

A three-member panel of the Board has held that the Northern Virginia Sun, published in Arlington, Va. near Washington, was guilty of an unfair labor practice in laying off 14 union printers to make way for new mechanical processes which could be operated by fewer and less-skilled workers.

The paper, it was brought out, had bought new, labor-saving equipment secretly, had hired a staff to operate it, and then laid off its regular International Typographical Union staff as soon as the current contract with the union expired. The newspaper also fired 10 other union workers who went out on a sympathy strike.

The NLRB agreed with a trial examiner who held that a publisher could not unilaterally introduce new equipment and lay off help without making an effort to make an accommodation with the union involved. It held that the "discriminatory" layoffs were illegal interference with the right to join a union.

Seymour J. Spelman, counsel for the Washington local of the Typographical union, hailed the decision as serving notice that an employer "may not take advantage of automation changes as an opportunity to break the union of its employees." He said that the union had never fought automation but wanted the right to sit down and talk over the problem with management in an effort to reach an amicable agreement.

The NLRB order directed the newspaper to reinstate the workers involved, to give full back pay to three employees and part pay to eleven.

In another important decision, the NLRB has agreed to order technical workers to be grouped more often with production and maintenance employees in collective bargaining units.

Taking judicial notice that a growing number of "technicals" now perform essentially production work in many industries, the Board in a 3-0 decision overruled a prior practice of automatically excluding technical employees from production and maintenance units whenever the employer or the union involved objected to their inclusion.



# cigarettes and your health

## Latest Scientific Findings Raise New Danger Signs

By PAT McGRADY

Charles Lamb, the English essayist once wrote: "For thy sake, tobacco, I would do anything but die."

Now, more than a century later, many scientists, doctors and others wonder just how many do die untimely deaths for the sake of tobacco.

How much do we know about the relationship between cigarette smoking and health? Not everything. But the areas of dispute are narrowing and it is important that we all learn what is known, and what isn't.

Five years ago in an earlier pamphlet, this writer reviewed the statistical evidence and the then-scant chemical and biological evidence of a possible role for cigarette smoking in the appalling rise in lung cancer deaths. The evidence implicating cigarettes was suggestive but inconclusive. It was rejected by the tobacco industry and its interpretation was a matter of dispute among scientists. The public, as cigarette sales records show, hesitated briefly as the issue was batted back and forth in the press and then settled down to smoking more cigarettes than ever.

Since then the statistical evidence of association between cigarette smoking and lung cancer has been confirmed so many times that the connection is now widely accepted, even by those who formerly scoffed. Moreover, the case against cigarettes has been strengthened by persuasive chemical and biological data and by mounting evidence of tobacco's probable involvement in a few other diseases, particularly the greatest killer of them all, coronary artery disease.

The dispute has not died down, however. Capable scientists still debate the degree of influence cigarette smoking has on lung cancer, heart disease, and other conditions. And some continue to contend that, while the association is undeniable, the element of cause and effect has not been proved.

### Answering Via Press Releases

Industry spokesmen, only a few of whom are scientists, continue to issue denials of the validity of scientists' findings and conclusions; the press gives the denials almost equal prominence with the scientific findings. Whereas the scientist must present his results before his peers, rise to their challenges, and painstakingly interpret his findings for the lay press and answer reporters' searching and sometimes hostile questions, the industrial spokesman does it all by press release. Whether the news reader is able to distinguish between the credibility of the scientist and of the industrial spokesman is questionable.

Regardless of its statements for public consumption, the industry itself is not confused. It very commendably has established a small but effective research program which now is beginning to turn up data pertinent to the toxic effects of cigarette smoke; it has provided the public with presumably safer cigarettes; and an increasing share of its advertising acquaints the public with the availability of these new products.

Lung cancer has become increasingly widespread in recent years. In 1955 it was killing about 26,000 Americans annually. It claimed as many lives as tuberculosis, or diabetes, or three years of Korean warfare, or suicides and homicides added together. In 1960 this single

kind of cancer will kill about 36,000, which is almost the toll of all the motor vehicle deaths. The lung cancer rates continue to soar—it was 0.7 per 100,000 American men in 1914, then 3.6 in 1930, then 19.5 in 1950, and it is estimated at 35.2 in 1960. The cure rate remains unchanged—5 percent or less; present diagnostic methods often detect its presence only when the tumor has spread beyond the area where it can be removed successfully. Thus the patient may have only a few months to clear up his affairs of this world and prepare for the next. It is a lethal disease, and altogether too common.

### Death Rate Higher for Smokers

Lung cancer—particularly the kind which originates in the bronchi, or breathing tubes, and which is increasing so rapidly—has affected men about five times as often as women. Whether that ratio is changing is not known at this time. One study indicates that there should be a perceptible increase in the number of women affected beginning about 1965. It takes 20, 30 or even 40-odd years for many lung cancers to develop, and, according to the estimate, if women are not specially protected as a sex, they should begin to show increased lung cancer within the next few years as a consequence of cigarette smoking, a relatively recent habit with them.

An unusual study, major in scope and design, was made in the early 1950's by Drs. E. Cuyler Hammond and Daniel Horn of the American Cancer Society. Under their direction, each of 20,000 volunteers in nine states asked ten normal men between 50 and 69 years of age to fill out questionnaires on their smoking habits. The volunteers reported periodically for almost four years whether these men still lived or were dead; and for each of the dead, the cause of death was documented. At the end of 20 months, 4,854 of the 137,766 men in the survey had died, 167 of them of lung cancer. The results showed that cigarette smokers were dying of all causes more rapidly than non-smokers, that the death rate for heavy smokers was 75 percent higher than for non-smokers, that the cancer death rate was two and one-half times as great among heavy smokers as among non-smokers, and fully one-half the difference was due to lung cancer. The rate of death by heart disease—46 percent of all fatalities—was almost twice as high among heavy smokers as among non-smokers.

Timothy V. Hartnett of the Tobacco Industry Research Committee, as spokesman for the industry, criticized the scope of the study as being too small (it was the largest of its kind ever undertaken), and depreciated its validity as being based on too few deaths over too short a time. A year later, Mr. Hartnett listed as criticisms of scientists whom he did not identify: (1) A mere numerical association does not establish a cause and effect relationship. (2) The survey's limitation to smoking habits does not rule out other factors in present-day living. (3) The people studied were non-representative of the national population. (4) The small number of deaths from lung cancer makes the conclusions questionable, "especially since the sampling methods of the survey are not statistically sound."

Mr. Hartnett's criticisms have now been met. Other statistical studies in other areas and employing other techniques have yielded the same general results. The Hammond and Horn studies, now finished, bore out all the implications of the first results; other factors have been investigated and found of minor importance; scientists—including some working on tobacco industry grants—have identified toxic and cancer-causing chemicals in cigarette smoke; and scientists have caused several types of cancer experimentally by applying cigarette smoke ingredients to animals. Human autopsy studies have yielded startlingly clear confirmation of the statistical findings.

(Continued in Next Issue of The Record)

THE AUTHOR, Pat McGrady, is Science Editor for the American Cancer Society. The views he expresses are based upon 13 years of covering cancer research, and extensive reviews of the scientific literature. This article is excerpted from a pamphlet by Mr. Grady published by the Public Affairs Committee.



Quiet charm of this Nova Scotian fishing village is typical of Canada's Maritime Provinces, where RWDSU is making solid organizing progress.



By CHARLES MICHAELSON

Although the temperature gets pretty low at this time of year in Canada's Maritime Provinces, it hasn't cooled off the RWDSU's organizing there.

And when the delegates from the Maritimes reach the warm clime of Miami for the 25th Anniversary Convention of RWDSU next May, they will be able to state proudly that theirs is one of the fastest-growing areas in all of RWDSU.

The Maritimes include four of the ten provinces of the Dominion of Canada: Nova Scotia, Prince Edward Island, New Brunswick and Newfoundland.

"With more than 1,500 members in the Maritimes, the union is becoming one of the strongest here," Org. Walter J. Kensit said.

In April 1951, Local 596—the RWDSU's first local in the Maritimes—was chartered in Sydney, Nova Scotia, with 41 members employed at David's Markets. Today the local has 600 members employed at 40 supermarkets, hardware stores, service stations, bakeries, wholesalers, soft drink plants and restaurants in Sydney, Glace Bay, Dominion, Reserve Mines, North Sydney and Sydney Mines.

The main industries of the island are coal and steel, both of which have been declining within the past few years.

"The economic situation has created a great surplus of workers in the area and has made organizing a real tough proposition," Bus. Agent Danny White said.

"There is great fear in the minds of those who have jobs and no doubt this situation is being used to advantage by some employers to discourage many would-be union members. While negotiations as such have been the toughest we have known, we can say that we have continued to get increases and improved fringe benefits for our members, and we are always organizing new members."

Local 596 has a special interest in legislation. Michael MacDonald, one of the local's business agents, is the only Cooperative Commonwealth Federation (CCF) representative in the provincial parliament. He has served there for 16 years.

"Together with other unions in the province Local 596 has continued to back up the fight being waged by the Nova Scotia Federation of Labor to improve the Trade Union Act," White said. "This pressure has resulted in a commission being appointed by the provincial government to study the act and bring recommendations before the next session of the House. If the changes are inadequate, we will resume the fight."

Close on the heels of Local 596's growth has been the establishment of five other locals, now representing an additional one thousand members, in the Maritimes.

## RWDSU IN CANADA'S MARITIMES

Several years ago, Local 1015 was organized at New Glasgow. The local now has 300 members in New Glasgow, Antigonish, Truro and Pictou.

In 1958 the Steelworkers Union decided that the RWDSU would be better able to service a group of hotel workers that the Steelworkers had organized in Gander, Newfoundland. This group became Local 1060, the RWDSU's local in that province.

The local has since organized employees of the Town of Gander, the Hotel Gander and a number of retail stores.

Pres. James C. Mullett said that the union's potential membership in Newfoundland is 1,500 to 2,000 members.

"In conjunction with the International Union," Mullett said, "Local 1060 has started a comprehensive organizing campaign. It is the intention of the local to organize all the unorganized workers under our jurisdiction in the Gander area. After that organizing job is completed, we plan to spread out and organize from St. John's to Port Aux Basques."

In the fall of 1959, Local 1065 was organized in the province of New Brunswick by employees of Dominion Stores in St. John and in Moncton. Since then the local has organized Dominion stores in Bathurst and Dalhousie and a number of other stores in Edmundston, Lancaster, St. John and other communities.

"We were certified as bargaining agent for six more stores on Nov. 24," Kensit said. "We have four more applications for certification pending, and Brother John Lynk is in negotiations with IGA grocery stores that were recently organized in Lunenburg and Dartmouth, N. S."

Local 1065 now has 300 members.

The two newest locals were both organized this year. In February, Local 1098 was chartered in the Halifax-Dartmouth area after a three-month organizing drive. The local won certification for employees at Jacobson's department store, now on strike for a first contract, and for employees in groceries and other stores.

In October, the RWDSU established Local 1092, its first local on Prince Edward Island. Members of Local 1065, employed at the Dominion Stores in Edmundston, went out and organized Dominion employees in Summerside and Charlottetown. Local 1092 already has 50 members, and is expected to grow, Kensit said.

"After we get a contract at the three Dominion stores," Kensit said, "we will attempt to build this local into a large membership."

Are the Maritime RWDSUers optimistic?

"We have one conviction," one union member said. "They are all hard to organize; it's the impossible ones that take a little bit longer."



Main business street of Charlottetown, Prince Edward Island, is scene of newest phase of RWDSU organizing drive in the Maritime Provinces.





## Hospital Worker Tells How Raise Was Raised

To the Editor:

In a recent publication of The Record there appeared an article about Local 1199's Hospital Division and the struggle hospital workers are having under the P.A.C. policy.

I am a member of Local 1199. I work at Brooklyn Jewish Hospital and am a steward for '1199'. When Brooklyn Jewish Hospital announced that the P.A.C. had approved the "generous" two-cent-an-hour increase to the workers, it actually made me sick. Never did I believe management would try to pull a stunt like that. But the reason for the two-cent increase was because management thought the workers were weak, and to a certain extent we were weak. But when management threw that insult at us, it was just like a needle and thread, uniting us stronger than ever.

We, the workers, met and decided that rather than accept the two-cent raise, we would give it back to the boss. Some-

one came up with the unique idea of burying the two-cent raise. We decided to build a standard size coffin, and place the leaflets, each with two pennies attached and our signatures on them, inside the coffin and present it to the boss.

The day that the funeral procession of workers marched up into the main entrance of Brooklyn Jewish is something I'll always remember. We were met by a dozen policemen telling us we could not enter the hospital. We did take in the leaflets and wreath, and management got the message real fast. Within a week's time the Board of Trustees met and announced a 6 1/4-cent hourly increase effective Jan. 1, 1962.

Many hospital workers do not belong to the union, and when they are approached about joining want to know what the union is doing for them. When you start explaining that without a union we would not have gotten the wage increase, some tell you that the boss was going to give us the increase anyway. Let me state now that if they actually believe that Mr. Boss would have given them an increase without the union, I'll eat their hats. Because if the boss loved

the workers so much, why, when we were organized by Local 1199, were we only making \$28 and \$30 a week? Why not until after a 46-day strike in 1959 did the bosses decide to give us increases?

Lots of the workers are looking for avenues of escape, when all they have to do is bury their heads in shame. Since July 1959, the average worker in Brooklyn Jewish Hospital has gone from \$32 a week to \$53 a week. Not because Mr. Boss loves them, but because the majority of the workers were united with Local 1199 and fought for it.

So please fellow workers—wake up and join the union today. United we stand and divided we fall.

ROSEMARIE SCOTT  
Brooklyn, N. Y.

## Says Public Schools Do Favor Rich Kids

To the Editor:

The articles in the last two issues of The Record, "Do Rich Kids and Poor Kids Get the Same Education?" were a service to your readers and to the

cause of decency generally.

We are hypocritical about our schools. We call them public schools on the assumption that they are all alike—that rich and poor kids alike get the same education in them. Yet, lo and behold! The fact is that even schools within a single city are different; that schools in well-to-do neighborhoods are better equipped, with more experienced teachers, etc.

Harlem in New York and the South Side of Chicago are good examples: The "better sections" of the cities obviously get the better schools, teachers and equipment. And yet, it is in areas where the under-privileged live that the schools should be the best we can provide, to attract the children so that they can enjoy studying and thus acquire the means to break out of the slum world they were born into.

The Record deserves much praise for printing these articles, and the trade union movement has much responsibility for securing an equal break in education for all American children.

T. F. CAULDWELL  
Chicago, Ill.

# 20 Ways to Make Your Car Last Longer

Is it worth a few minutes of your time to guard your share of a \$2 billion fortune? If so, read on:

Scientists calculate that Americans spend at least that much every year on automotive replacement parts—enough to buy every man, woman and child in the country a \$12 birthday present.

And the experts say that you and your car will probably celebrate more "Happy Birthdays" together if you take these car care tips.

1. **Break in a new car properly.** A long break-in period at low speed is no longer necessary. But manufacturers recommend that you: (a) vary your speeds, avoiding sustained high speed; (b) try not to stop too suddenly—it can harm brake surfaces; (c) don't accelerate at full throttle or change gears abruptly. Sudden shocks to rear axle and transmission gears can cause lasting damage.
2. **Warm up slowly.** A short warm-up at moderate speed is good for your car even in summer, and even more necessary in the winter months when oil moves sluggishly at first. Never race your cold engine to warm up, though. It may damage critical working parts before lubrication can be fully established. There's no need for long idling, but drive slowly for the first few minutes.
3. **Use your engine to save your brake linings.** Anticipate your slowdowns. Use brakes as little as possible. When you see you must slow down, take your foot off the accelerator slowly and let the engine's compression do some of the job. Always keep the master brake cylinder full of super heavy-duty brake fluid.
4. **Have your engine's spark timing set to proper specifications.** The spark timing determines whether your plugs fire at just the right moment. Incorrect timing costs you power, cuts mileage and may cause knocking. Chronic knocking can eventually damage your engine.
5. **Learn to read tail pipe smoke signals.** When you see blue smoke, you know too much oil is getting into the combustion chambers. A lot of blue smoke is a warning that piston rings may need replacing. Black smoke is an indication of too much gasoline in the air-fuel mixture; your carburetor may need an adjustment. White smoke is mostly water vapor; don't worry about it. Your engine makes a gallon of water for every gallon of gas burned. On cold days some of this shows up as vapor.
6. **Save your battery with 1½c worth of baking soda.** Dirt and corrosion can actually cause current leaks, shortening your battery's life by many months. If corrosion is visible, wash the battery off with a solution of baking soda and water, being very careful not to let the solution get into the battery. Use a wire brush if necessary, and rinse thoroughly with warm water. Then ask your gasoline dealer to check your battery terminals.
7. **Get a lubrication job regularly.** Dirt and moisture can work into chassis joints and bushings to cause

friction and wear. Grease can also eventually pound out, leaving parts unprotected. A good service station dealer has the charts, equipment, lubricants and skill necessary for a really thorough job.

8. **Have the cooling system checked twice a year.** In time, the inhibitors in your anti-freeze lose some of their ability to prevent rust, corrosion and sediment from forming in your cooling system. When your dealer checks the cooling system—including hoses and hose connections—he can add a special cooling system protector as he drains and refills.
9. **Have your oil checked whenever you fill up with gasoline.** Oil can't wear out, but it can be lost through leaks or burning, and it does get dirty. Worse yet, it can become contaminated by combustion by-products—including acid. For most cars, authorities recommend an oil change once a month in winter, every two months in summer—with never more than 2,000 miles between changes.
10. **Change your oil filter element every other oil change.** Abrasive specks as small as 1/1000th of an inch in diameter can shorten the life of your engine. The filter catches and holds these foreign particles until it can hold no more. Once it becomes clogged, your engine is in danger.
11. **Avoid high speeds and save your tires.** Every extra mile your tires last is money in your pocket. High



—Photo courtesy Shell Oil Co.  
**NEVER "GUN" YOUR CAR TO WARM UP ENGINE.** It doesn't help a bit, can increase engine wear. Many drivers also think it's worthwhile to idle cars on a cold morning. But with today's modern engines it isn't necessary, just wastes gasoline. Far better to start your engine, wait a few seconds until it's running smoothly—then be on your way at moderate speed.

speeds increase wear drastically—by as much as 80 percent over normal wear—so it pays to go easy.

12. **Rotate tires every 5,000 miles.** Your tires will last longer because they will all wear evenly, and at the same rate. Ask your gasoline dealer for a set of valve caps; they will prevent air from getting out and dirt from getting in around the tire valve.
13. **Check wheel alignment and balance.** The shock of hitting curbs or dropping into deep holes can cause misalignment. This literally drags the wheel at an angle to the line of travel. Nothing wears tires out more quickly. An out-of-line wheel can increase tire wear by as much as 50%. An unbalanced wheel pounds the tire against the pavement, wearing the tread unevenly. Have an expert check wheel alignment and balance at least twice a year. Proper tire inflation at all times is also essential.
14. **Keep door and body panel drain holes clear to foil rust.** You never see them, but there are little drain holes at the bottom of body panels and doors. They can get so clogged that the panels actually hold water. Rust forms more easily and can eat holes right through the metal.
15. **Keep road salt washed off.** Nothing can damage a car's appearance more than the chemicals used to clear icy, snowy roads. They can eat not only the finish, but the body structure itself. Make sure you get it all off—not only from the paint, but from the bright metal parts as well.
16. **Give your car polish.** It provides a film that protects the finish. Before you polish your car, always wash it—in the shade. Some new car finishes need only a good washing to keep them bright, but others require waxing; check your owner's manual. Older cars are almost certain to benefit from a good waxing.
17. **Protect chrome against rust invasion.** Chrome itself can't rust, but it has millions of tiny holes that can let the moisture right through the metal beneath. Dirt invites this invasion, so clean chrome thoroughly and frequently and wax it for further protection.
18. **"Bandage" minor scratches in your car's finish.** They expose bare metal which can rust. Until you can have scratches refinished, keep rust at bay with a coat of touch-up paint or even a strip of cellulose tape. Use clear nail polish on scratches in the chrome.
19. **Pamper carpets and upholstery.** Ground-in dirt wears out carpets before their time. Give them a regular whisking or vacuuming; shampoo once in a while.
20. **Let your dealer help your car last longer.** After your home, your car is probably your biggest single investment. Treat it carefully, feed it well, and let your service station dealer help you on both points. You'll save your share of a \$2 billion fortune—and your car will look and ride like a million!





## Recent Court Rulings May Halt Runaway Shops

The threat of a runaway plant—long a nightmare to industrial workers—has been blunted by two recent, important, court decisions. Both rulings uphold the labor movement's traditional position that workers have an equity in their jobs that cannot be ignored by an employer. The courts make it clear that a manufacturer cannot desert his employees when his quest for greater profits leads him to relocate his plant.

Although the two decisions are now under appeal, the rulings have come as a rude shock to those firms that look upon their workers as expendable. Equally shocked are the business groups, mainly in the South, that have turned plant piracy into a lucrative venture.

At a time when automation is already eliminating many skills, plant movement places the older worker in a position where he cannot compete on the job market. Once past 40, he is considered too old to retrain by many employers. While unions have long understood this problem, and some of them have succeeded in securing contractual protection against plant runaways, the recent court decisions have marked the first legal recognition of the worker's equity in his job.

The first court case started in 1957, when five former employees of the Glidden Company's Durkee Famous Foods Division sued Glidden after the firm had moved its Durkee plant from Elmhurst, N. Y., to Bethlehem, Pa.

In their suit, the employees admitted that Glidden's contract with a local union of the Teamsters had expired before the company made its move, but they charged that the seniority rights won under the contract still existed. The workers declared that Glidden should have offered them jobs at its new plant and that Elmhurst employees moving to Bethlehem were entitled to retain past seniority. According to the five former employees, when Glidden refused to recognize these seniority rights, it deprived its Elmhurst work force of continued employment, benefits under the company's pension and group life insurance plans, and benefits under the union's welfare program.

Glidden presented the expected defense. According to the company, seniority rights depend upon a specific contract and are confined to a specific plant unless otherwise specified in the agreement. When the contract was legally terminated and operations in Elmhurst ceased, employment and seniority rights likewise cease to exist. A federal district court in New York upheld the company's position.

### Circuit Court Backs Workers' Rights

In March, the U. S. Second Circuit Court of Appeals, by a two-to-one decision, reversed the lower court. The majority found that seniority is a vested right earned by long-time employees of a firm. This being so, it added, seniority is the equivalent of "valuable unemployment insurance" and cannot be unilaterally annulled. The court thereby gave legal backing to the theory that seniority rights are not limited by the time restrictions of a labor contract.

Glidden has appealed the verdict to the Supreme Court. Even before Glidden's request for review had been filed, however, the second decision—upholding seniority rights—had been rendered. Ruling in a case that involved the Gemmer Manufacturing Co., a division of Ross Gear & Tool Co., and a local of the United Auto Workers, Federal Judge Fred W. Kaess defended the vested rights of workers in their jobs.

After negotiating for 20 years with UAW Local 80, and during the lifetime of a contract, Gemmer decided to close its Detroit operations and move to Lebanon, Tenn. The firm took a 20-year lease on a new plant financed by a \$2.4 million municipal bond issue in Lebanon and agreed to hire only workers in the Tennessee community.

Once the decision was made, the firm notified its Michigan employees that they would be laid off and that transfer rights would not be offered. Countering the company action, five employees sued Gemmer in an effort to retain their jobs. The workers pointed out that the UAW contract would still be in effect when the company moved its operations.

Judge Kaess backed the UAW members. "Collective bargaining agreements," he said, "grant employees certain benefits and rights that become vested in the sense that they cannot be unilaterally denied without the employee's consent . . . Gemmer has the obligation and duty to rehire, on the basis of seniority, those employees laid off in Detroit when the plant's operations are removed to Lebanon. . . . Mere change of form will not change the substance, nor will the mere change of location. This is the same plant, same machinery and equipment, same operation, same officers and supervisors, but a new climate."

Another case headed for the courts involves the International Ladies' Garment Workers' Union and Sidele, a subsidiary of Fashionality Sportsware Inc. Sidele had been in Philadelphia for 20 years before running away from its employees and their union. An arbitrator ruled that the firm had violated its contract with the ILGWU and must pay over \$12,000 to the union's health and welfare fund and \$78,000 to its former workers for lost wages. Sidele management has promised to fight the case in the courts.

### Companies Still Have a Right to Move

Despite industry's anguished cries, the court and arbitration rulings have not been aimed at blocking a company's right to move its plant to a new location.

One Northern industrialist emphasized management's real concern over the Gemmer decision when he told the *Wall Street Journal* that the case "is bound to cause anyone to reconsider plans to move South." He explained: "Taking your employees along means you are going to be transferring Northern wage rates to the South; they're unionized here and they'll take the union with them. Also, it's very likely that you'll have to pay their moving expenses, too. This is sure to come if the Gemmer decision stands. The end result may be that many of the cost advantages of moving South will be wiped out."

In those cases where plant shutdowns have occurred at the expiration of a contract, and for sound economic reasons, some unions have worked out special agreements providing for retraining, additional severance pay, and transfer rights by seniority.

While the decisions are important in their implications, they actually establish little beyond the worker's vested right in his earned seniority. Neither decision gives the employees a voice in determining whether a plant should be moved, nor does either decision establish the employee's right to maintain past working conditions at the new plant site.

Industry has ignored these points in attempting to paint a public picture of management's rights again being whittled away. But industry's cry of the dire consequences of impeding growth, free competition, and collective bargaining can be sustained only in terms of the narrowest self-interest. Those who object most strenuously to the Glidden and Gemmer rulings have remained consistently silent when any company has shut down a long-established plant, leaving a community and its former employees helpless.

The lower courts have ruled that industry cannot dodge this responsibility. In arguments backed by economic logic and social justice, the courts have held that a worker is not the same as antiquated machinery, to be discarded whenever management sees fit.



# Puffed Up 'List Prices' Aim to Fool The Public

By **SIDNEY MARGOLIUS**  
*Consumer Expert for The Record*

**S**OME OF THE COUNTRY's largest stores and manufacturers use exaggerated list prices to try to convince you that they are offering tremendous values when they sell below list. Sometimes the cut prices do represent good values, but nothing like the savings claimed.

In reality, not many retailers charge full list price any more. The list prices do have some usefulness to consumers in identifying models so we can compare actual prices in various stores. But you can get seriously fooled if you believe the list price is the actual going price. There even are some instances in which manufacturers deliberately set their list prices higher than normal, so that all retailers—even the most expensive ones—can claim to offer you a cut price.

This practice is notorious in the watch, jewelry and luggage businesses, and also frequently occurs in the sale of mattresses, electric broilers, rotisseries and percolators. Right now, exaggerated list-price claims are noticeable in the sale of Christmas toys.

One of the most revealing recent Federal Trade Commission hearings examined claims made by the S. Klein discount department stores in the New York-New Jersey area.

## Saving of \$40 Exaggerated

Klein's had advertised aluminum and frosted glass tub enclosures for \$39.95 plus \$10 for installation, and claimed they were a \$90 value. But other dealers testified that the bathtub enclosures usually sold for \$60 to \$70 including installation. Thus Klein's price of about \$50 with installation was good value, offering a legitimate saving of \$10-\$20, but nothing like the claimed \$40 saving.

We have no wish to pick on Klein's, which has many good values. But additional information developed at other hearings can be useful to you in knowing how

to evaluate sale ads. In another case, Klein's advertised 15-cup percolators and electric skillets at \$8 and claimed they had list prices of \$25 and \$20 respectively. But testimony indicated that the two appliances often were sold by other discount chains like Korvette, Master's and Davega, for \$8 to \$12. In this case it was the manufacturer—Merit Enterprises—which claimed the percolator had a \$25 list price. Although Klein's sale price again was good value, the list price was wildly exaggerated, with both the manufacturer and the store responsible.

## Luggage Prices Deceptive

Some of the trickiest claims occur in the sale of jewelry, watches and luggage. For example, the FTC charged that the manufacturer of Lady Baltimore luggage attached price tags which were about \$2 more than normally charged by stores in several large cities checked by FTC. The manufacturer insisted that seven out of 10 retailers outside these cities did sell the luggage at the pre-ticketed prices. Nevertheless the FTC held that the luggage was deceptively priced.

One of the most exaggerated instances of pre-ticketed prices involved Rayex sunglasses. This manufacturer pre-ticketed its sunglasses with a \$4.95-price. But a wholesaler testified that he bought the sunglasses from Rayex for 75 cents, resold them to retailers for \$1.20 and retailers generally sold them to the public for about \$2.50. Thus even at the so-called "reduced" prices these glasses obviously were overpriced.

In other recent cases, the manufacturers of Leeds luggage and bowling bags, Waltham and Helbros watches, and Son-Chief appliances were charged with supplying retailers with exaggerated price tickets and printed material. Even when a retailer shows you a manufacturer's price list or catalog to support his claim that he is giving you a bargain, you can't take the printed list for granted. A New Jersey jeweler testified that Helbros watches tagged \$62.50 actually cost him \$17.50 and were resold by him for \$35.

Only house-to-house canvassers and credit jewelers testified that they actually sold these watches for the

full "list price". This itself should prove to families who buy from such canvassers and credit stores how much extra they pay.

One of the most peculiar recent list price cases actually involved conspiracy between the Korvette discount chain and several famous men's shops in Beverly Hills and Palm Springs, California, and ten clothing manufacturers. The FTC found that Korvette made agreements with these men's shops to buy a small quantity of clothing from them and also to buy other clothing right from the manufacturers with the labels of the California stores attached to the garments.

Korvette then advertised it was offering merchandise which had been stocked by these well-known men's shops, at reductions from their prices. The FTC charged that the "original prices" advertised by Korvette were fictitious since the California men's shops who permitted the use of their labels never did stock or offer these garments for sale.

Right now a hot area of exaggerated list prices is cameras and photo equipment. The Federal Trade Commission is investigating retailers' "list-price" claims for movie and other cameras.

## Three Money-Saving Tips

You can learn three money-saving shopping principles from these cases:

1—Some list prices, as shown in the example of the watches, are deliberately inflated to permit very high-cost sellers like canvassers to get high markups, and these pre-ticketed and catalog prices are specially dangerous.

2—Other list prices, while not deliberately inflated, nevertheless do not represent actual going prices, since most stores nowadays sell below the list.

3—The only real protection you have is to compare prices among several retailers, since prices vary even among low-cost sellers, as we observed in the case of the luggage, percolators and broilers. Too, even when a store exaggerates the list price, it may still be offering you a good value, as in the case of the bathtub enclosures.

# Fire Fighters Ask Care to Avoid Holiday Tragedy

By **PRES. WILLIAM D. BUCK**  
*Int'l Ass'n of Fire Fighters, AFL-CIO*

Many, many times Christmas joys are turned into family tragedies which plunge communities into sadness because of fire.

This will be a three-day Yuletide holiday as it was last year when flames claimed the lives of 77 persons. Forty-two persons perished by fire in 1959 and the Christmas toll in 1958 was 92 dead.

Statistics show that during the Yuletide season of the year fire losses—in both lives and property—are greater than average. Fire fighters throughout the United States and Canada have been attempting to eliminate this needless loss through fire prevention programs on the dangers of Christmas in terms of fire. Veteran fire fighters fully realize that fire has no timetable and takes no holiday—not even at Christmas.

Fires starting in Christmas trees and decora-

tions not only spoiled the holiday in hundreds of American homes last year, but cost each of those families an average of more than \$760, the Fire Fighters' union found.

Many of the traditional Christmas customs, such as trees, lights, decorations and gift wrappings add substantially to the Yuletide fire hazards.

For fire safety at Christmas, the International Association of Fire Fighters urges everyone to follow these basic rules:

1. Select a small tree. Stand it in water as long as it is in your home. Keep it away from radiators, heaters and fireplaces. Never locate it where it might cut off your escape in case of fire. Remove it from your home as soon as possible after Christmas.

2. Use fireproof decorations.

3. Check lighting sets for frayed wires, loose connections and broken sockets. Never use

lighted candles on or near the Christmas tree, and make sure tree lights are turned off before retiring for the night or leaving your home. In outdoor decorations keep the electrical power off when you are adjusting or setting them up because of the danger of electrical shock. Use waterproof equipment.

4. Use only non-combustible decoration materials. Dispose of gift wrappings as soon as possible.

5. Watch your smoking habits near Christmas trees.

6. Plan what you must do to protect the life and safety of your family in the event of fire.

7. Don't leave children unattended.

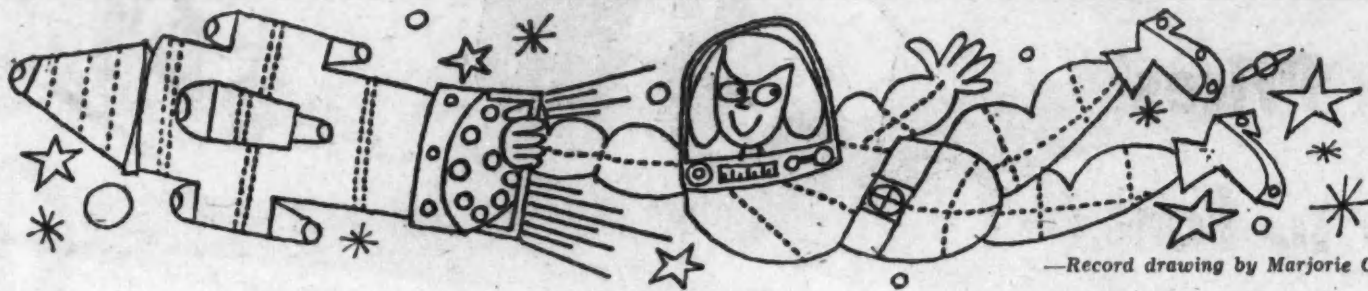
8. Don't over-tax electrical circuits.

9. Don't discard matches carelessly.

10. In the event of fire don't hesitate to call the fire department immediately, regardless of the size of the blaze. Your fire department knows how to fight fires—you don't.



# lighter side of the record



—Record drawing by Marjorie Glaubach

## Let's Blast Off!

By JANE GOODSELL

"Say, Dad, can I have the keys to the rocket ship? I've got a heavy date tonight on Mercury. Yeah, sure, I'll be careful, but don't worry if I'm late. I'm likely to get held up by traffic on the Milky Way."

"Hello, Martha? Listen, drop everything and hurry on over. I've picked up an advance edition of Venus Vogue, and the whole issue is devoted to the latest styles from the fashion center of the solar system. They're absolutely stunning, and they're sure to take Earth by storm!"

"Bill, I want you to eat every bit of your carrots. Why, there are billions of little boys on Jupiter who'd be happy to eat that lovely

dish of carrots."

"Well, I'll tell you how I feel about Venus. It's a nice place to visit, but I wouldn't want to live there."

"I'd better not play another hand, fellas. I've got to rocket all the way back to Earth tonight, and I've got a tough day tomorrow."

"Sally, if I've told you once, I've told you a thousand times, you simply cannot date Saturn boys! Saturn is no place for a young girl. It's not that I don't trust you, but any girl can lose her head on a planet with nine moons."

"Say, how'd you folks like to see the movies we took on our vacation trip to Pluto? I had a little trouble with the time exposure, and the light meter didn't work quite right, but..."

"Henry, if you want to visit your mother on Jupiter, you'll have to go by yourself. I simply refuse to go anywhere where I weigh over two-and-a-half times as much as I weigh here on Earth. Besides, I have my heart set on vaca-

tioning on Mars. Helen spent two weeks there, and loved it. It made a new woman of her. She was only 21 years old, their time, and she weighed less than a hundred pounds."

"I'm just as loyal to my planet as the next man, but I still say the Dodgers haven't a chance against the Martians in the Interplanetary Series."

"I think we should invite our friends from Pluto to our New Year's Eve party. After all, some of them don't get a chance to celebrate a New Year during their whole lifetime with their years being so long and everything. I really feel sorry for them, and this is a fine opportunity for us to show our interplanetary good will."

"I'm sick and tired of being cooped up here all day, day after day, on Earth while you go gallivanting around the solar system. Why, I haven't even been to Mars to see a movie in heaven knows when!"

## Mac an' Tosh



## A PAGE FROM HISTORY

SEVERANCE PAY, WHICH MANY WORKERS THINK IS A MODERN IDEA, ACTUALLY WAS A MATTER OF LAW IN SAVANNAH, GA., AS EARLY AS 1642. GOVERNOR OGLETHORPE DECREED THAT EMPLOYERS HAD TO GIVE DISCHARGED SERVANTS ONE-MONTH'S PAY WHEN THEY WERE FIRED.



LABOR'S LEGISLATIVE INFLUENCE IN CANADA DATES PRIMARILY FROM THE WINNIPEG PLATFORM OF PRINCIPLES ADOPTED BY THE TRADES AND LABOR CONGRESS IN 1896, CALLING FOR FREE COMPULSORY EDUCATION, MINIMUM WAGES, ABOLITION OF CHILD LABOR, AMONG OTHER ITEMS. IT IS EVEN TODAY CONSIDERED ADVANCED SOCIAL THINKING.



75 YEARS AGO, IN DECEMBER 1886, THE AMERICAN FEDERATION OF LABOR WAS FOUNDED, AT A CONVENTION IN COLUMBUS, OHIO.



"Remember when people used to get housemaid's knee?—I think I'm getting supermarket foot!"

## Life With The Rimples



By Les Carroll



AND NO REINDEER? Dolores Dorn of the movies is a very unusual Santa. No reindeer, no beard and very little costume provide an interesting sledfull.

December 17, 1961





# TOUR OF EUROPE

## Four-Week Trip Planned for Summer of 1962

Once again, there's an RWDSU European tour in prospect. And next year's trip promises to be the best yet.

While full details are not yet available regarding the exact date and itinerary, here are the facts that are already definite:

- The tour will leave New York's Idlewild Airport during the last week of June. This is in response to numerous requests from members who want a trip to Europe during the summer vacation period. The trip will be approximately four weeks.

- Air transportation will be aboard an airliner chartered from a regular, scheduled airline.

- The land portion of the tour will cover England, Holland, Belgium, Luxemburg, France, Switzerland, Italy and Monaco. If enough members indicate they want it, an optional trip to Germany and Austria can be arranged in place of the Belgium-Luxemburg section of the tour for part of the RWDSU group.

- Price of the entire tour will be under \$695. This will include all air and land transportation, fine hotel accommodations, practically all meals, tips, taxes, admission fees, sightseeing and a host of extras. It will even include entertainment in the major cities.

- For members who are interested in air transportation only, a limited number of seats on the airliner will be set aside. The price for air transportation alone cannot yet be determined, but it will most likely be well under \$300.

Participation in the tour (for either air transportation or the entire tour) is limited to union members and members of their immediate families who accompany them (member's husband, wife, child or parent). Since this will be the **only** RWDSU European tour next year, you'd better act fast to reserve space.

Fill in the coupon below and mail it, with stamped, self-addressed envelope, to RWDSU Record Travel Dept., 132 West 43rd Street, New York 36, N.Y.

Please send information on the 1962 RWDSU tour.

☐ I am interested in the complete tour.

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